

Disability Insurance payments provided for by the provisions of San Bruno Resolution 1980-84 (ie: safety badge personnel including the Police Chief and the Fire Chief), if Long Term Disability Insurance for safety badge personnel is available, allowing for the City to participate in a LTD program for these members, the City will initiate participation if requested by the Bargaining Unit, and those Bargaining Unit members who choose to participate will do so at their expense.

Section 18.4 Retirement

(a) The retirement contract in effect between the City of San Bruno and the Public Employees Retirement System (PERS) shall be 2% at 55 for all eligible employees. Final compensation for purposes of calculating retirement benefits shall be based upon the "highest" year method under the Public Employees Retirement System (PERS).

(b) If during the term of this agreement, new PERS retirement benefits should become available for this bargaining unit, and if other bargaining units affected by those benefits have the option to reopen negotiations on the issue of retirement benefits, this bargaining unit shall have the right to ask the City to reopen negotiations on the issue of retirement benefits. It is understood that such re-opener may allow the City to modify other economic benefits contained in this agreement to provide improved retirement benefits.

Section 18.5 Deferred Compensation

(a) The City agrees to permit employees of the bargaining unit, to the extent permitted by law, to voluntarily participate in a deferred compensation program as provided for in Resolution 1984-48 RESOLUTION AUTHORIZING AND APPROVING A DEFERRED COMPENSATION PLAN FOR PARTICIPATING EMPLOYEES AND REPLACEMENT OF RESOLUTION NO. 1983-42. (See Section 6.11 City Contribution to Deferred Compensation.)

(b) The City agrees to meet and confer with the union, upon their request, should the Internal Revenue Code be amended so as to adversely impact the intended purpose of the adopted deferred compensation program.

Section 18.6 Health Insurance After Retirement from City Service

The City is agreeable to consider development of a trust fund or annuity option with a third-party provider to allow employees to use sick leave payoff or employee contributions at retirement as a vehicle to provide for payment of retiree medical coverage.